



SWORN EMPLOYEES FRINGE BENEFITS - 2015

HEALTH INSURANCE:

Eligible employees may enroll (with an effective date the first of the month following thirty (30) days of employment) with a choice of health providers, as offered by the Employee Trust Funds. (Please see reverse side of this document for current carriers and rates.)

DENTAL INSURANCE:

Jefferson County is self-funded for Dental Insurance coverage and offers it to eligible employees at **no cost**. Eligible employees may enroll (with an effective date the first of the month following thirty (30) days of employment). Enrollment on the first of the month following the hire date is available, with the entire premium amount (\$90/month/family and \$42/month/single) paid by the employee.

WISCONSIN RETIREMENT SYSTEM (EMPLOYEE TRUST FUNDS)

Jefferson County contributes 9.5% of earnings to the Retirement Fund as a fringe benefit, in addition to a .38% contribution for Duty Disability. Employee contribution is 6.80% of earnings.

LIFE INSURANCE

Minnesota Mutual after six months employment is offered. Insurance value equal to earnings paid during the previous calendar year rounded to the next higher thousand dollars. (**MAXIMUM COVERAGE ELECTION: 3 TIMES ANNUAL SALARY**). Also available: Spousal and/or Dependent life insurance coverage.

SICK:

One (1) day per month, up to a maximum of 1200 hours.

VACATION:

Vacation earned 1/1/15 through 12/31/15 available for use 01/01/16

10 days after 1 Year

15 days after 7 Years

20 days after 14 Years

25 days after 20 Years

Pro-rated for part-time employees working half-time or more.

HOLIDAYS:

Nine (9) paid holidays and one (1) floating holiday per year. (Pro-rated for part-time employees working half-time or more.)

WAGES:

Pay Grade 27 –	<u>12/28/2014:</u>	<u>12/27/2015:</u>
• Starting Rate - (Step "A")	\$24.38	\$25.11
• 6 Months - (Step "B")	\$25.13	\$25.88
• 1.5 Years – (Step "C")	\$26.00	\$26.78
• 2.5 Years - (Step "D")	\$26.79	\$27.59
• 3.5 Years - (Step "E")	\$26.77	\$28.60

COUNTY OFFERS:

- | | |
|---------------------------------------|-------------------------------|
| * Deferred Compensation Programs (2) | * Long-Term Disability |
| * City-County Credit Union Deductions | * Vision Insurance |
| * Section 125 Flexible Spending Plan | * Employee Assistance Program |
| * Universal Life Insurance Plan | |